

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	75.60%	12.56%	11.84%	7,520	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	76.16%	12.57%	11.27%	7,482	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	71.16%	14.06%	14.78%	7,444	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	76.48%	13.67%	9.85%	7,484	N/A
Agree-disagree	2017	5	I like the kind of work I do.	82.81%	11.77%	5.42%	7,448	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	82.98%	9.75%	7.27%	7,431	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	96.33%	2.34%	1.33%	7,483	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	92.13%	6.61%	1.26%	7,482	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	58.99%	15.30%	25.71%	7,498	15
Agree-disagree	2017	10	*My workload is reasonable.	65.86%	14.33%	19.81%	7,477	14
Agree-disagree	2017	11	*My talents are used well in the workplace.	67.99%	14.64%	17.37%	7,372	23
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	87.01%	8.29%	4.71%	7,457	23
Agree-disagree	2017	13	The work I do is important.	90.00%	7.08%	2.92%	7,426	11
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	73.38%	11.91%	14.71%	7,454	37
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	75.20%	13.34%	11.46%	7,361	137
Agree-disagree	2017	16	I am held accountable for achieving results.	89.10%	8.16%	2.74%	7,446	21
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	73.26%	14.85%	11.88%	7,217	273
Agree-disagree	2017	18	My training needs are assessed.	68.52%	17.15%	14.33%	7,441	36
Agree-disagree	2017	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	74.21%	12.79%	12.99%	7,328	193
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	83.45%	9.56%	6.99%	7,517	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	50.57%	24.08%	25.35%	7,251	266

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Agree-disagree	2017	22	Promotions in my work unit are based on merit.	47.08%	27.75%	25.17%	6,975	518
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43.64%	29.83%	26.52%	6,604	886
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	48.47%	27.46%	24.07%	7,064	443
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	53.14%	25.58%	21.28%	6,927	558
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	84.02%	9.00%	6.99%	7,465	28
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	67.85%	22.01%	10.14%	7,237	272
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	89.53%	8.89%	1.59%	7,518	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	76.66%	13.97%	9.38%	7,328	98
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	58.84%	21.53%	19.64%	7,269	161
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	62.35%	21.11%	16.55%	7,287	132
Agree-disagree	2017	32	Creativity and innovation are rewarded.	54.43%	25.07%	20.50%	7,170	218
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	31.27%	31.72%	37.01%	6,819	551
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	64.98%	24.01%	11.01%	6,812	594
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	84.31%	10.90%	4.79%	7,248	157
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	82.44%	11.54%	6.01%	7,301	92
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	66.01%	20.06%	13.93%	6,931	469

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2017	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	75.80%	16.31%	7.88%	6,789	591
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	83.36%	12.18%	4.47%	7,319	104
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	77.85%	14.60%	7.55%	7,410	N/A
Agree-disagree	2017	41	*I believe the results of this survey will be used to make my agency a better place to work.	56.84%	22.93%	20.23%	7,104	335
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	89.15%	5.83%	5.01%	7,398	18
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	79.60%	11.29%	9.10%	7,380	21
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	77.13%	12.06%	10.81%	7,299	70
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	80.71%	14.35%	4.94%	6,925	476
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	76.64%	13.11%	10.25%	7,346	39
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	80.97%	11.19%	7.85%	7,325	62
Agree-disagree	2017	48	My supervisor listens to what I have to say.	85.31%	8.28%	6.41%	7,415	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	88.54%	6.43%	5.02%	7,395	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	87.92%	6.41%	5.67%	7,395	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	79.69%	10.59%	9.72%	7,396	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	82.15%	11.32%	6.53%	7,401	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	56.48%	21.26%	22.26%	7,252	135
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	65.85%	20.55%	13.61%	6,991	381

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Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	76.59%	15.07%	8.35%	7,015	308
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	74.92%	14.05%	11.03%	7,284	68
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	76.47%	15.06%	8.47%	7,072	259
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	70.14%	15.83%	14.03%	7,202	140
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	71.80%	15.45%	12.74%	7,203	157
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72.49%	17.38%	10.13%	7,102	271
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	65.33%	20.13%	14.54%	7,290	88
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	74.88%	16.35%	8.77%	7,018	360
Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	64.56%	18.62%	16.82%	7,360	N/A
Satisfied -dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.39%	19.09%	14.52%	7,353	N/A
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	62.98%	20.35%	16.67%	7,343	N/A
Satisfied -dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	56.62%	25.38%	18.00%	7,330	N/A
Satisfied -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	47.53%	25.87%	26.60%	7,340	N/A
Satisfied -dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	66.22%	18.71%	15.07%	7,335	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	76.34%	13.12%	10.54%	7,335	N/A
Satisfied -dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	72.22%	14.00%	13.77%	7,353	N/A

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Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	72.46%	15.99%	11.56%	7,353	N/A
Satisfied -dissatisfied	2017	79	How satisfied are you with the following Work/Life programs in your agency? Telework	90.01%	4.99%	5.00%	6,700	30
Satisfied -dissatisfied	2017	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	97.01%	2.04%	0.94%	4,874	34
Satisfied -dissatisfied	2017	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	85.62%	12.82%	1.56%	1,227	113
Satisfied -dissatisfied	2017	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	83.62%	14.12%	2.26%	780	134
Satisfied -dissatisfied	2017	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	76.90%	22.49%	0.61%	195	95
Satisfied -dissatisfied	2017	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	74.53%	24.95%	0.53%	141	83
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	72.74%	13.27%	13.99%	7,070	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	73.51%	13.96%	12.53%	6,985	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	67.43%	15.41%	17.16%	6,968	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	74.57%	14.21%	11.21%	6,986	N/A
Agree-disagree	2016	5	I like the kind of work I do.	80.96%	12.59%	6.45%	6,985	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	79.57%	11.35%	9.08%	6,963	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	95.49%	2.82%	1.69%	7,014	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	91.18%	7.07%	1.76%	7,007	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget)	56.26%	16.02%	27.72%	7,037	13

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			to get my job done.					
Agree-disagree	2016	10	*My workload is reasonable.	61.24%	15.56%	23.20%	6,997	9
Agree-disagree	2016	11	*My talents are used well in the workplace.	64.87%	15.75%	19.37%	6,875	23
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	84.35%	9.50%	6.15%	6,981	13
Agree-disagree	2016	13	The work I do is important.	88.20%	8.30%	3.50%	6,898	21
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.68%	13.22%	16.10%	6,976	48
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	71.03%	15.22%	13.75%	6,912	121
Agree-disagree	2016	16	I am held accountable for achieving results.	87.27%	9.51%	3.22%	6,984	28
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.87%	16.96%	13.17%	6,761	269
Agree-disagree	2016	18	My training needs are assessed.	65.01%	18.69%	16.30%	6,929	38
Agree-disagree	2016	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	70.90%	13.63%	15.48%	6,896	167
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	81.22%	11.15%	7.62%	7,070	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	53.01%	22.98%	24.02%	6,802	262
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	45.19%	27.12%	27.68%	6,590	427
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40.24%	30.84%	28.93%	6,303	736
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.66%	28.53%	27.81%	6,651	379
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	47.22%	27.40%	25.38%	6,515	492
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	81.33%	10.72%	7.94%	7,009	27
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	62.16%	25.45%	12.39%	6,785	263
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	87.87%	10.05%	2.08%	7,051	N/A

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Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.21%	17.45%	11.34%	6,847	115
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	52.59%	24.01%	23.40%	6,842	124
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	57.05%	22.11%	20.84%	6,838	126
Agree-disagree	2016	32	Creativity and innovation are rewarded.	48.90%	27.37%	23.73%	6,735	190
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	27.86%	30.83%	41.30%	6,434	459
Agree-disagree	2016	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	61.99%	24.91%	13.09%	6,405	547
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	81.30%	12.68%	6.02%	6,757	184
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	78.03%	14.36%	7.61%	6,827	102
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.06%	21.22%	16.72%	6,494	438
Agree-disagree	2016	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	72.74%	17.29%	9.97%	6,319	588
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	78.65%	15.20%	6.15%	6,842	112
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	72.20%	17.07%	10.73%	6,964	N/A
Agree-disagree	2016	41	*I believe the results of this survey will be used to make my agency a better place to work.	51.39%	24.62%	23.99%	6,630	341
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	86.84%	6.92%	6.23%	6,924	21
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.65%	12.72%	10.64%	6,909	23

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Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	72.95%	14.80%	12.25%	6,785	61
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	77.35%	16.46%	6.19%	6,376	544
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	73.12%	14.57%	12.31%	6,880	33
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	77.62%	12.79%	9.59%	6,813	86
Agree-disagree	2016	48	My supervisor listens to what I have to say.	83.57%	8.64%	7.79%	6,938	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	86.51%	7.60%	5.89%	6,912	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	85.11%	7.20%	7.70%	6,915	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	76.24%	12.37%	11.39%	6,912	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.72%	12.47%	7.81%	6,926	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.95%	22.83%	27.22%	6,814	95
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	59.31%	23.76%	16.93%	6,502	379
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	69.71%	20.38%	9.91%	6,450	388
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	70.51%	16.80%	12.68%	6,800	66
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71.88%	18.02%	10.11%	6,591	270
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	63.42%	19.29%	17.29%	6,718	161
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	66.47%	18.54%	14.99%	6,701	173
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	67.95%	19.07%	12.98%	6,582	297
Agree-disagree	2016	61	I have a high level of respect for my	58.67%	22.64%	18.69%	6,810	85

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			organization's senior leaders.					
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	70.98%	18.08%	10.94%	6,521	382
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	60.12%	19.59%	20.28%	6,873	N/A
Satisfied -dissatisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.72%	20.60%	18.68%	6,861	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	56.71%	22.28%	21.01%	6,853	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	51.40%	27.09%	21.52%	6,839	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	44.91%	26.09%	29.01%	6,865	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	62.84%	19.97%	17.19%	6,855	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	72.55%	14.89%	12.55%	6,859	N/A
Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	68.61%	15.24%	16.15%	6,869	N/A
Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	66.99%	17.84%	15.17%	6,867	N/A
Satisfied -dissatisfied	2016	79	How satisfied are you with the following Work/Life programs in your agency? Telework	88.76%	6.09%	5.15%	6,207	38
Satisfied -dissatisfied	2016	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	96.68%	2.39%	0.93%	4,483	41
Satisfied -dissatisfied	2016	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	82.95%	14.95%	2.10%	1,236	124
Satisfied -dissatisfied	2016	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	80.23%	18.11%	1.67%	765	134

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Satisfied -dissatisfied	2016	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	76.18%	22.30%	1.52%	210	96
Satisfied -dissatisfied	2016	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	65.54%	33.84%	0.62%	150	73
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	68.07%	15.23%	16.71%	7,862	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	71.20%	14.46%	14.34%	7,792	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	62.74%	17.41%	19.85%	7,720	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	71.16%	15.85%	12.99%	7,779	N/A
Agree-disagree	2015	5	I like the kind of work I do.	79.60%	13.21%	7.19%	7,730	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	77.61%	11.93%	10.46%	7,768	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	95.31%	2.85%	1.84%	7,802	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	90.50%	7.54%	1.96%	7,794	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	52.60%	15.90%	31.50%	7,830	25
Agree-disagree	2015	10	*My workload is reasonable.	59.80%	15.92%	24.28%	7,803	14
Agree-disagree	2015	11	*My talents are used well in the workplace.	61.09%	17.04%	21.87%	7,595	33
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	82.82%	10.12%	7.06%	7,764	25
Agree-disagree	2015	13	The work I do is important.	86.78%	9.50%	3.72%	7,661	22
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.61%	12.75%	16.63%	7,778	54
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	68.80%	14.91%	16.30%	7,681	135
Agree-disagree	2015	16	I am held accountable for achieving results.	85.94%	9.95%	4.11%	7,761	30
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.92%	18.35%	14.73%	7,441	367

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2015	18	My training needs are assessed.	62.59%	19.29%	18.12%	7,742	49
Agree-disagree	2015	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	68.17%	14.19%	17.64%	7,708	148
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	79.42%	12.19%	8.39%	7,857	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	46.22%	25.24%	28.54%	7,534	315
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	39.48%	29.24%	31.27%	7,316	514
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.51%	31.51%	31.98%	7,029	799
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	39.00%	29.61%	31.39%	7,407	424
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	41.97%	29.62%	28.41%	7,145	641
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	79.74%	11.44%	8.83%	7,790	34
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	59.82%	26.93%	13.25%	7,590	266
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	86.82%	10.87%	2.31%	7,854	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69.30%	17.95%	12.75%	7,610	143
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	48.13%	23.74%	28.13%	7,572	172
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	52.14%	24.21%	23.65%	7,573	154
Agree-disagree	2015	32	Creativity and innovation are rewarded.	43.04%	29.22%	27.73%	7,488	224
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	23.87%	29.65%	46.47%	7,179	490
Agree-disagree	2015	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	57.13%	28.47%	14.40%	7,024	708
Agree-disagree	2015	35	Employees are protected from health	80.75%	13.60%	5.65%	7,536	191

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
			and safety hazards on the job.					
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	77.89%	14.30%	7.81%	7,572	136
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	56.83%	23.83%	19.35%	7,212	506
Agree-disagree	2015	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	70.10%	18.84%	11.06%	6,992	700
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	75.69%	17.84%	6.48%	7,605	133
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	68.02%	19.74%	12.24%	7,740	N/A
Agree-disagree	2015	41	*I believe the results of this survey will be used to make my agency a better place to work.	45.88%	25.83%	28.28%	7,333	429
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	85.59%	7.71%	6.70%	7,718	30
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	73.48%	13.96%	12.56%	7,687	40
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	70.26%	15.39%	14.36%	7,587	73
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	74.24%	18.38%	7.38%	7,107	613
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	69.43%	16.47%	14.10%	7,677	39
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	75.34%	13.66%	11.00%	7,646	83
Agree-disagree	2015	48	My supervisor listens to what I have to say.	81.55%	9.71%	8.74%	7,737	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	85.42%	7.79%	6.79%	7,719	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	85.02%	7.38%	7.60%	7,712	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	72.90%	14.76%	12.34%	7,717	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate	77.12%	13.97%	8.91%	7,720	N/A

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
			supervisor?					
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.25%	24.31%	32.43%	7,563	134
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.81%	26.46%	19.73%	7,218	471
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	65.84%	22.53%	11.62%	7,090	462
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	66.42%	17.98%	15.60%	7,598	64
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	68.29%	20.10%	11.61%	7,319	329
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	59.12%	21.31%	19.57%	7,486	178
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	62.69%	20.37%	16.95%	7,485	191
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.38%	20.38%	15.24%	7,269	424
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	52.73%	25.97%	21.30%	7,578	111
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	67.39%	21.25%	11.37%	7,242	450
Satisfied -dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	55.07%	22.08%	22.85%	7,661	N/A
Satisfied -dissatisfied	2015	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	55.07%	21.88%	23.05%	7,651	N/A
Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	51.21%	24.75%	24.04%	7,615	N/A
Satisfied -dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	43.88%	30.92%	25.20%	7,620	N/A
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	38.83%	27.88%	33.29%	7,650	N/A

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	58.15%	22.35%	19.51%	7,643	N/A
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	68.85%	17.01%	14.15%	7,631	N/A
Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	65.88%	16.83%	17.29%	7,635	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	61.27%	21.02%	17.71%	7,654	N/A
Satisfied -dissatisfied	2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework	89.71%	5.83%	4.46%	6,825	29
Satisfied -dissatisfied	2015	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	97.21%	2.02%	0.77%	5,017	28
Satisfied -dissatisfied	2015	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	85.12%	12.69%	2.20%	1,481	146
Satisfied -dissatisfied	2015	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	76.39%	20.28%	3.32%	818	212
Satisfied -dissatisfied	2015	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	72.68%	25.22%	2.10%	212	118
Satisfied -dissatisfied	2015	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	68.23%	31.77%	0.00%	131	71
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	64.08%	16.96%	18.96%	8,553	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	69.26%	15.55%	15.19%	8,423	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	61.56%	18.20%	20.24%	8,408	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	70.72%	15.79%	13.49%	8,437	N/A

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2014	5	I like the kind of work I do.	79.80%	13.20%	7.00%	8,390	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	77.89%	12.45%	9.66%	8,396	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	95.02%	3.47%	1.50%	8,483	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	90.53%	7.89%	1.58%	8,475	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	50.86%	16.60%	32.54%	8,517	20
Agree-disagree	2014	10	*My workload is reasonable.	58.49%	16.84%	24.67%	8,451	8
Agree-disagree	2014	11	*My talents are used well in the workplace.	59.49%	18.05%	22.46%	8,279	29
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	82.05%	10.95%	7.00%	8,445	31
Agree-disagree	2014	13	The work I do is important.	86.70%	9.42%	3.88%	8,347	32
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	69.67%	14.07%	16.26%	8,450	49
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	65.35%	16.09%	18.56%	8,416	100
Agree-disagree	2014	16	I am held accountable for achieving results.	85.39%	10.54%	4.08%	8,434	35
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	64.79%	19.96%	15.25%	8,183	329
Agree-disagree	2014	18	My training needs are assessed.	55.12%	22.02%	22.86%	8,394	71
Agree-disagree	2014	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	66.82%	15.17%	18.01%	8,400	146
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	78.32%	12.89%	8.78%	8,539	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	44.03%	26.84%	29.13%	8,180	350
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	38.22%	30.29%	31.48%	7,917	561
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.52%	31.36%	33.13%	7,702	791
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	35.83%	31.55%	32.62%	8,079	421

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	38.44%	31.17%	30.39%	7,841	633
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	78.60%	12.29%	9.10%	8,472	34
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	57.26%	28.54%	14.20%	8,248	290
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	85.99%	11.53%	2.48%	8,541	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69.14%	17.94%	12.92%	8,270	149
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	47.07%	24.40%	28.52%	8,246	158
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	48.96%	25.27%	25.77%	8,222	149
Agree-disagree	2014	32	Creativity and innovation are rewarded.	41.09%	30.04%	28.86%	8,117	226
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	22.00%	30.63%	47.36%	7,824	511
Agree-disagree	2014	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	55.00%	30.27%	14.73%	7,665	730
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	80.18%	14.14%	5.68%	8,170	222
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	75.02%	16.93%	8.05%	8,223	160
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	56.04%	24.14%	19.83%	7,926	469
Agree-disagree	2014	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	68.37%	20.47%	11.17%	7,680	646
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	74.71%	17.91%	7.38%	8,257	155

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	67.09%	19.83%	13.09%	8,412	N/A
Agree-disagree	2014	41	*I believe the results of this survey will be used to make my agency a better place to work.	45.24%	27.19%	27.57%	7,831	601
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	84.94%	8.42%	6.64%	8,378	33
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.34%	15.24%	12.42%	8,332	43
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	69.00%	16.49%	14.51%	8,226	80
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	72.85%	19.95%	7.20%	7,700	655
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.81%	17.52%	13.67%	8,329	46
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	72.30%	16.00%	11.69%	8,273	96
Agree-disagree	2014	48	My supervisor listens to what I have to say.	80.85%	10.53%	8.62%	8,395	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	84.92%	8.45%	6.62%	8,365	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	84.12%	8.18%	7.69%	8,348	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	72.40%	15.20%	12.40%	8,353	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	76.42%	15.01%	8.57%	8,390	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.86%	25.54%	31.59%	8,215	144
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	54.29%	26.96%	18.75%	7,883	452
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	67.18%	22.01%	10.81%	7,834	394
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	66.45%	18.66%	14.90%	8,223	86
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	67.96%	20.99%	11.04%	7,942	356

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.62%	20.83%	18.55%	8,139	187
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	63.88%	20.33%	15.79%	8,128	189
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63.95%	21.95%	14.10%	7,872	465
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	52.57%	26.28%	21.15%	8,232	120
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	65.51%	23.01%	11.48%	7,868	494
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	53.70%	23.58%	22.72%	8,325	N/A
Satisfied -dissatisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	52.63%	23.64%	23.73%	8,284	N/A
Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	49.77%	25.53%	24.70%	8,265	N/A
Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	42.69%	30.33%	26.99%	8,273	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	36.93%	28.77%	34.29%	8,290	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	53.10%	23.50%	23.40%	8,278	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	67.72%	17.70%	14.58%	8,269	N/A
Satisfied -dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	64.50%	17.32%	18.18%	8,273	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	60.18%	21.58%	18.24%	8,302	N/A
Satisfied -dissatisfied	2014	79	How satisfied are you with the following Work/Life programs in your agency? Telework	88.45%	6.94%	4.62%	7,229	48
Satisfied -dissatisfied	2014	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work	97.03%	2.22%	0.75%	5,422	42

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
			Schedules (AWS)					
Satisfied -dissatisfied	2014	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	82.70%	15.48%	1.82%	1,782	164
Satisfied -dissatisfied	2014	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	78.10%	19.71%	2.18%	940	222
Satisfied -dissatisfied	2014	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	67.00%	29.92%	3.08%	293	142
Satisfied -dissatisfied	2014	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	73.08%	26.31%	0.61%	155	85
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	63.54%	16.59%	19.87%	8,409	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	70.76%	14.73%	14.51%	8,352	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	63.30%	17.54%	19.15%	8,276	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	71.73%	15.25%	13.02%	8,358	N/A
Agree-disagree	2013	5	I like the kind of work I do.	80.97%	11.90%	7.12%	8,276	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	78.24%	12.34%	9.42%	8,305	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	95.77%	2.74%	1.49%	8,341	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	91.04%	7.36%	1.60%	8,382	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.15%	16.27%	32.59%	8,388	18
Agree-disagree	2013	10	*My workload is reasonable.	61.57%	16.23%	22.20%	8,360	18
Agree-disagree	2013	11	*My talents are used well in the workplace.	61.32%	16.12%	22.57%	8,097	40
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	83.54%	10.42%	6.04%	8,324	32

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2013	13	The work I do is important.	87.68%	8.63%	3.69%	8,257	20
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	73.96%	12.17%	13.86%	8,347	35
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	64.59%	15.62%	19.79%	8,271	103
Agree-disagree	2013	16	I am held accountable for achieving results.	85.26%	10.50%	4.24%	8,335	28
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	64.24%	19.78%	15.97%	8,002	361
Agree-disagree	2013	18	My training needs are assessed.	51.77%	22.57%	25.66%	8,308	71
Agree-disagree	2013	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	65.07%	14.71%	20.22%	8,285	130
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	77.87%	12.89%	9.24%	8,395	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	42.97%	26.95%	30.08%	8,068	340
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	37.03%	30.76%	32.21%	7,771	583
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.77%	30.16%	35.07%	7,646	719
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	35.93%	30.15%	33.91%	7,970	409
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	37.72%	30.80%	31.48%	7,728	593
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	77.98%	12.26%	9.76%	8,342	30
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	57.97%	27.02%	15.01%	8,132	257
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	86.04%	11.29%	2.67%	8,402	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69.34%	17.98%	12.68%	8,123	134
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	48.43%	24.10%	27.47%	8,101	160

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	49.47%	24.65%	25.88%	8,054	158
Agree-disagree	2013	32	Creativity and innovation are rewarded.	41.11%	29.85%	29.04%	7,966	238
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	19.74%	30.29%	49.97%	7,676	520
Agree-disagree	2013	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	55.26%	29.02%	15.72%	7,532	710
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	80.42%	13.75%	5.84%	8,046	181
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	73.00%	17.70%	9.30%	8,061	150
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	56.19%	23.56%	20.25%	7,729	501
Agree-disagree	2013	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	69.15%	19.49%	11.36%	7,510	703
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	76.07%	17.27%	6.66%	8,086	145
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	68.31%	19.17%	12.52%	8,244	N/A
Agree-disagree	2013	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.64%	26.82%	26.54%	7,665	601
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	84.29%	8.54%	7.17%	8,207	37
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.28%	14.83%	12.89%	8,195	29
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	67.96%	16.82%	15.22%	8,099	72
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	70.88%	21.57%	7.55%	7,527	671
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.04%	17.04%	14.91%	8,163	32

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	71.77%	15.69%	12.54%	8,146	75
Agree-disagree	2013	48	My supervisor listens to what I have to say.	79.76%	11.12%	9.12%	8,223	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	83.54%	9.04%	7.42%	8,188	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	82.83%	7.81%	9.36%	8,192	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	71.42%	15.18%	13.40%	8,207	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.94%	15.61%	9.44%	8,228	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46.55%	25.06%	28.39%	8,092	82
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	57.39%	23.85%	18.77%	7,924	235
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	67.46%	20.60%	11.94%	7,809	328
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	68.64%	17.21%	14.15%	8,084	52
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	68.80%	19.19%	12.02%	7,794	328
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62.10%	19.82%	18.08%	8,009	131
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	66.10%	19.03%	14.87%	7,973	158
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63.21%	22.45%	14.34%	7,791	348
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	54.79%	23.88%	21.33%	8,051	95
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	68.02%	20.44%	11.54%	7,725	427
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	56.24%	21.87%	21.89%	8,110	N/A

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied -dissatisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	53.78%	22.36%	23.86%	8,107	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	50.67%	24.24%	25.09%	8,073	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	44.89%	29.95%	25.16%	8,082	N/A
Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	37.35%	28.85%	33.81%	8,079	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	49.96%	23.54%	26.51%	8,090	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	68.89%	16.88%	14.23%	8,086	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	62.88%	16.97%	20.15%	8,094	N/A
Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	60.99%	20.85%	18.16%	8,101	N/A
Satisfied -dissatisfied	2013	79	How satisfied are you with the following Work/Life programs in your agency? Telework	88.10%	7.18%	4.72%	6,959	39
Satisfied -dissatisfied	2013	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	97.24%	1.83%	0.93%	5,247	32
Satisfied -dissatisfied	2013	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	83.82%	13.51%	2.67%	2,028	131
Satisfied -dissatisfied	2013	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	75.75%	21.91%	2.33%	949	223
Satisfied -dissatisfied	2013	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	69.62%	26.73%	3.66%	262	155

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied -dissatisfied	2013	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	65.20%	34.20%	0.60%	136	82
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	70.38%	13.78%	15.84%	6,576	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	75.41%	13.24%	11.35%	6,554	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	65.72%	16.34%	17.93%	6,548	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	75.76%	13.39%	10.85%	6,553	N/A
Agree-disagree	2012	5	I like the kind of work I do.	82.38%	11.17%	6.45%	6,526	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	79.19%	11.27%	9.55%	6,494	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	96.61%	2.19%	1.20%	6,551	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	92.20%	6.72%	1.08%	6,542	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	61.08%	14.61%	24.30%	6,552	15
Agree-disagree	2012	10	*My workload is reasonable.	64.68%	13.89%	21.43%	6,514	18
Agree-disagree	2012	11	*My talents are used well in the workplace.	62.86%	15.88%	21.26%	6,413	41
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	86.18%	8.86%	4.96%	6,515	22
Agree-disagree	2012	13	The work I do is important.	89.71%	7.66%	2.63%	6,509	20
Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	76.81%	11.47%	11.73%	6,528	25
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	67.16%	14.38%	18.45%	6,467	88
Agree-disagree	2012	16	I am held accountable for achieving results.	86.76%	9.53%	3.72%	6,498	24
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.38%	19.72%	17.90%	6,251	288
Agree-disagree	2012	18	My training needs are assessed.	57.41%	20.65%	21.94%	6,485	61
Agree-disagree	2012	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	67.11%	13.83%	19.06%	6,458	121

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	78.01%	12.77%	9.22%	6,562	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	49.44%	26.22%	24.34%	6,318	233
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	39.89%	29.45%	30.66%	6,163	380
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.66%	30.17%	34.16%	6,032	505
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	39.39%	29.95%	30.67%	6,247	300
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	46.49%	27.16%	26.34%	6,183	343
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	76.66%	12.82%	10.53%	6,524	28
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	61.78%	25.51%	12.71%	6,327	225
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	87.11%	10.66%	2.23%	6,547	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.78%	15.41%	10.81%	6,293	89
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	53.96%	22.73%	23.31%	6,242	122
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	56.36%	22.55%	21.09%	6,246	117
Agree-disagree	2012	32	Creativity and innovation are rewarded.	47.49%	27.89%	24.62%	6,185	166
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	24.66%	31.45%	43.89%	5,982	388
Agree-disagree	2012	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	59.00%	26.63%	14.37%	5,905	465
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	83.87%	10.92%	5.21%	6,243	123
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	75.76%	15.39%	8.86%	6,233	117
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political	55.38%	23.35%	21.26%	6,038	319

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
			purposes are not tolerated.					
Agree-disagree	2012	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	68.40%	18.62%	12.98%	5,852	489
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	80.00%	14.09%	5.91%	6,282	91
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	74.44%	16.42%	9.13%	6,358	N/A
Agree-disagree	2012	41	*I believe the results of this survey will be used to make my agency a better place to work.	51.64%	27.69%	20.67%	5,798	573
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	82.29%	9.24%	8.47%	6,313	34
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	70.89%	15.29%	13.82%	6,311	25
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	66.31%	17.55%	16.15%	6,264	58
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	69.42%	21.27%	9.31%	5,825	498
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	66.00%	17.80%	16.20%	6,287	34
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	72.38%	14.94%	12.68%	6,272	54
Agree-disagree	2012	48	My supervisor listens to what I have to say.	78.26%	11.57%	10.17%	6,320	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	81.96%	9.78%	8.25%	6,300	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	80.92%	8.90%	10.18%	6,305	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	69.97%	15.10%	14.93%	6,310	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	72.95%	16.75%	10.30%	6,321	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	51.47%	24.51%	24.02%	6,192	62

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	55.19%	22.51%	22.30%	6,092	157
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	67.63%	19.51%	12.86%	5,998	230
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	70.13%	16.72%	13.15%	6,200	34
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71.21%	18.55%	10.24%	6,006	213
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	63.49%	18.62%	17.90%	6,100	113
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	67.18%	17.94%	14.88%	6,116	118
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.34%	21.03%	14.63%	5,974	256
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	54.55%	23.19%	22.27%	6,189	56
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	69.00%	20.01%	10.99%	5,977	269
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	58.68%	20.84%	20.48%	6,206	N/A
Satisfied -dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	57.72%	21.17%	21.11%	6,204	N/A
Satisfied -dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	54.63%	22.68%	22.69%	6,182	N/A
Satisfied -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	46.59%	28.00%	25.41%	6,188	N/A
Satisfied -dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	40.94%	27.56%	31.51%	6,183	N/A
Satisfied -dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	59.26%	20.43%	20.31%	6,174	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	73.43%	14.87%	11.70%	6,205	N/A

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	67.71%	15.52%	16.77%	6,195	N/A
Satisfied -dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	66.48%	18.63%	14.90%	6,196	N/A
Satisfied -dissatisfied	2012	79	How satisfied are you with the following Work/Life programs in your agency? Telework	87.49%	8.02%	4.49%	5,210	36
Satisfied -dissatisfied	2012	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	97.29%	2.03%	0.68%	3,986	23
Satisfied -dissatisfied	2012	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	85.40%	12.71%	1.89%	1,806	96
Satisfied -dissatisfied	2012	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	80.26%	17.33%	2.42%	686	107
Satisfied -dissatisfied	2012	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	74.90%	23.69%	1.42%	218	120
Satisfied -dissatisfied	2012	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	67.59%	31.82%	0.59%	124	73
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	71.92%	12.54%	15.54%	2,490	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	74.41%	14.37%	11.22%	2,486	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	65.93%	16.97%	17.10%	2,490	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	74.55%	14.28%	11.17%	2,487	N/A
Agree-disagree	2011	5	I like the kind of work I do.	81.16%	12.71%	6.13%	2,485	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	79.02%	11.13%	9.86%	2,483	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	97.74%	1.33%	0.92%	2,486	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do	92.37%	6.32%	1.31%	2,483	N/A

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
			my job better.					
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	59.30%	15.29%	25.41%	2,479	8
Agree-disagree	2011	10	*My workload is reasonable.	63.65%	15.58%	20.77%	2,480	5
Agree-disagree	2011	11	*My talents are used well in the workplace.	63.21%	15.57%	21.21%	2,466	15
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	85.45%	9.33%	5.22%	2,467	10
Agree-disagree	2011	13	The work I do is important.	88.43%	8.74%	2.83%	2,469	9
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	73.47%	12.88%	13.65%	2,472	13
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	68.10%	15.50%	16.40%	2,445	40
Agree-disagree	2011	16	I am held accountable for achieving results.	85.86%	10.96%	3.18%	2,480	5
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.11%	18.40%	16.49%	2,387	96
Agree-disagree	2011	18	My training needs are assessed.	58.22%	21.18%	20.59%	2,440	26
Agree-disagree	2011	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	69.79%	14.31%	15.89%	2,439	47
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	77.89%	11.94%	10.17%	2,429	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	49.60%	27.21%	23.19%	2,408	80
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	39.36%	29.91%	30.73%	2,363	121
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.51%	29.31%	35.18%	2,302	184
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	40.01%	30.16%	29.83%	2,391	92
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	51.19%	25.08%	23.74%	2,368	114
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	76.34%	12.82%	10.84%	2,470	14
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	61.45%	26.29%	12.26%	2,401	76

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	85.13%	12.66%	2.21%	2,469	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.19%	15.32%	9.50%	2,411	21
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	55.24%	24.72%	20.03%	2,397	36
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	58.20%	23.87%	17.93%	2,399	33
Agree-disagree	2011	32	Creativity and innovation are rewarded.	50.24%	28.78%	20.98%	2,372	59
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	26.27%	33.41%	40.32%	2,305	125
Agree-disagree	2011	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	57.94%	27.74%	14.32%	2,295	134
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	82.99%	11.54%	5.46%	2,383	43
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	74.45%	16.40%	9.15%	2,396	29
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	54.85%	25.71%	19.44%	2,324	102
Agree-disagree	2011	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	68.01%	20.00%	11.99%	2,274	151
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	82.96%	12.93%	4.12%	2,391	32
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	74.81%	16.72%	8.47%	2,424	N/A
Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	57.44%	27.62%	14.94%	2,298	132
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	83.30%	9.77%	6.93%	2,405	6

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	71.74%	16.09%	12.17%	2,401	3
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	69.04%	16.85%	14.11%	2,382	24
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	72.40%	19.08%	8.52%	2,258	147
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	67.81%	17.77%	14.42%	2,396	11
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	74.17%	15.42%	10.41%	2,383	19
Agree-disagree	2011	48	My supervisor listens to what I have to say.	79.26%	12.12%	8.62%	2,405	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	83.74%	9.88%	6.38%	2,400	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	82.11%	8.94%	8.95%	2,402	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	70.17%	17.82%	12.01%	2,387	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	73.58%	17.94%	8.47%	2,404	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	53.85%	23.30%	22.85%	2,354	21
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	61.75%	23.02%	15.23%	2,316	56
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	67.73%	22.32%	9.96%	2,313	59
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	71.65%	16.71%	11.64%	2,350	12
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71.79%	19.52%	8.69%	2,290	76
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	64.16%	19.44%	16.40%	2,324	36
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	66.73%	19.35%	13.91%	2,322	41

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63.71%	24.14%	12.15%	2,299	63
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	60.82%	23.06%	16.12%	2,363	9
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	67.74%	21.40%	10.86%	2,291	71
Satisfied -dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	57.99%	23.41%	18.60%	2,347	N/A
Satisfied -dissatisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.36%	21.29%	18.35%	2,347	N/A
Satisfied -dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	60.49%	21.20%	18.31%	2,346	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	51.27%	28.20%	20.53%	2,340	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	42.93%	29.46%	27.61%	2,344	N/A
Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	59.72%	22.54%	17.74%	2,343	N/A
Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	75.04%	14.58%	10.38%	2,347	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	72.07%	14.63%	13.30%	2,343	N/A
Satisfied -dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	69.53%	17.45%	13.02%	2,342	N/A
Satisfied -dissatisfied	2011	79	How satisfied are you with the following Work/Life programs in your agency? Telework	83.83%	9.05%	7.12%	1,863	20
Satisfied -dissatisfied	2011	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	97.49%	1.94%	0.57%	1,453	2
Satisfied -dissatisfied	2011	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	90.61%	8.37%	1.02%	759	26

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied -dissatisfied	2011	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	82.40%	15.32%	2.28%	254	36
Satisfied -dissatisfied	2011	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	79.88%	16.08%	4.04%	72	26
Satisfied -dissatisfied	2011	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	75.45%	24.55%	0.00%	42	25
Agree-disagree	2010	1	*I am given a real opportunity to improve my skills in my organization.	74.44%	12.29%	13.27%	2,721	N/A
Agree-disagree	2010	2	I have enough information to do my job well.	74.83%	13.34%	11.83%	2,718	N/A
Agree-disagree	2010	3	I feel encouraged to come up with new and better ways of doing things.	66.04%	16.40%	17.56%	2,713	N/A
Agree-disagree	2010	4	My work gives me a feeling of personal accomplishment.	74.83%	13.39%	11.78%	2,718	N/A
Agree-disagree	2010	5	I like the kind of work I do.	81.94%	11.62%	6.44%	2,713	N/A
Agree-disagree	2010	6	I know what is expected of me on the job.	79.47%	10.41%	10.13%	2,707	N/A
Agree-disagree	2010	7	When needed I am willing to put in the extra effort to get a job done.	96.34%	2.61%	1.06%	2,716	N/A
Agree-disagree	2010	8	I am constantly looking for ways to do my job better.	91.48%	7.04%	1.48%	2,717	N/A
Agree-disagree	2010	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	63.48%	13.66%	22.86%	2,710	11
Agree-disagree	2010	10	*My workload is reasonable.	63.38%	14.18%	22.44%	2,707	7
Agree-disagree	2010	11	*My talents are used well in the workplace.	64.55%	14.74%	20.70%	2,680	22
Agree-disagree	2010	12	*I know how my work relates to the agency's goals and priorities.	86.56%	7.76%	5.68%	2,704	12
Agree-disagree	2010	13	The work I do is important.	89.01%	8.88%	2.10%	2,683	12
Agree-disagree	2010	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	77.29%	11.46%	11.25%	2,705	15
Agree-disagree	2010	15	My performance appraisal is a fair reflection of my performance.	68.15%	15.00%	16.84%	2,689	32
Agree-disagree	2010	16	I am held accountable for achieving	87.88%	8.97%	3.16%	2,705	15

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
			results.					
Agree-disagree	2010	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	64.70%	19.47%	15.83%	2,575	136
Agree-disagree	2010	18	My training needs are assessed.	62.65%	19.88%	17.47%	2,670	31
Agree-disagree	2010	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	68.51%	13.88%	17.61%	2,691	24
Agree-disagree	2010	20	*The people I work with cooperate to get the job done.	78.54%	12.07%	9.39%	2,637	N/A
Agree-disagree	2010	21	My work unit is able to recruit people with the right skills.	52.84%	25.78%	21.38%	2,635	81
Agree-disagree	2010	22	Promotions in my work unit are based on merit.	43.37%	28.19%	28.43%	2,577	135
Agree-disagree	2010	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.80%	28.07%	32.13%	2,523	193
Agree-disagree	2010	24	*In my work unit, differences in performance are recognized in a meaningful way.	45.44%	26.16%	28.39%	2,607	105
Agree-disagree	2010	25	Awards in my work unit depend on how well employees perform their jobs.	53.49%	20.67%	25.85%	2,600	110
Agree-disagree	2010	26	Employees in my work unit share job knowledge with each other.	75.35%	13.47%	11.17%	2,689	19
Agree-disagree	2010	27	The skill level in my work unit has improved in the past year.	62.11%	23.83%	14.06%	2,637	68
Good-poor	2010	28	How would you rate the overall quality of work done by your work unit?	85.63%	11.92%	2.45%	2,706	N/A
Agree-disagree	2010	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74.42%	15.06%	10.52%	2,622	53
Agree-disagree	2010	30	Employees have a feeling of personal empowerment with respect to work processes.	56.10%	22.84%	21.06%	2,618	54
Agree-disagree	2010	31	Employees are recognized for providing high quality products and services.	61.51%	20.32%	18.16%	2,614	52
Agree-disagree	2010	32	Creativity and innovation are rewarded.	50.48%	26.55%	22.97%	2,607	65
Agree-disagree	2010	33	Pay raises depend on how well employees perform their jobs.	31.04%	32.64%	36.32%	2,513	155

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2010	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	61.62%	25.77%	12.62%	2,505	169
Agree-disagree	2010	35	Employees are protected from health and safety hazards on the job.	82.15%	12.68%	5.17%	2,612	58
Agree-disagree	2010	36	My organization has prepared employees for potential security threats.	76.18%	15.32%	8.50%	2,617	44
Agree-disagree	2010	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	54.29%	25.99%	19.72%	2,512	150
Agree-disagree	2010	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	68.19%	20.17%	11.64%	2,478	191
Agree-disagree	2010	39	My agency is successful at accomplishing its mission.	81.05%	13.90%	5.05%	2,594	44
Agree-disagree	2010	40	*I recommend my organization as a good place to work.	74.83%	16.12%	9.05%	2,666	N/A
Agree-disagree	2010	41	*I believe the results of this survey will be used to make my agency a better place to work.	55.23%	26.19%	18.58%	2,484	189
Agree-disagree	2010	42	My supervisor supports my need to balance work and other life issues.	80.15%	11.02%	8.82%	2,657	10
Agree-disagree	2010	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	69.73%	16.19%	14.08%	2,661	7
Agree-disagree	2010	44	Discussions with my supervisor about my performance are worthwhile.	64.56%	18.32%	17.13%	2,643	23
Agree-disagree	2010	45	My supervisor is committed to a workforce representative of all segments of society.	70.23%	20.87%	8.90%	2,520	151
Agree-disagree	2010	46	My supervisor provides me with constructive suggestions to improve my job performance.	64.19%	19.19%	16.63%	2,638	18
Agree-disagree	2010	47	Supervisors in my work unit support employee development.	71.34%	16.36%	12.30%	2,646	21
Agree-disagree	2010	48	My supervisor listens to what I have to say.	77.30%	12.77%	9.93%	2,668	N/A
Agree-disagree	2010	49	My supervisor treats me with respect.	81.63%	10.03%	8.34%	2,666	N/A
Agree-disagree	2010	50	In the last six months, my supervisor	82.40%	9.69%	7.91%	2,659	N/A

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
			has talked with me about my performance.					
Agree-disagree	2010	51	I have trust and confidence in my supervisor.	67.85%	17.14%	15.01%	2,648	N/A
Good-poor	2010	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.54%	17.67%	11.80%	2,663	N/A
Agree-disagree	2010	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	54.09%	23.36%	22.55%	2,621	27
Agree-disagree	2010	54	My organization's senior leaders maintain high standards of honesty and integrity.	61.70%	21.99%	16.31%	2,556	85
Agree-disagree	2010	55	Supervisors work well with employees of different backgrounds.	67.63%	20.63%	11.74%	2,554	89
Agree-disagree	2010	56	*Managers communicate the goals and priorities of the organization.	71.95%	15.02%	13.03%	2,625	21
Agree-disagree	2010	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	73.00%	17.26%	9.74%	2,545	87
Agree-disagree	2010	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	63.94%	19.13%	16.93%	2,592	49
Agree-disagree	2010	59	Managers support collaboration across work units to accomplish work objectives.	66.46%	17.94%	15.60%	2,563	56
Good-poor	2010	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	62.12%	23.16%	14.73%	2,558	84
Agree-disagree	2010	61	I have a high level of respect for my organization's senior leaders.	59.94%	22.71%	17.35%	2,587	35
Agree-disagree	2010	62	Senior leaders demonstrate support for Work/Life programs.	65.47%	23.27%	11.27%	2,512	124
Satisfied -dissatisfied	2010	63	*How satisfied are you with your involvement in decisions that affect your work?	60.68%	18.85%	20.47%	2,644	N/A
Satisfied -dissatisfied	2010	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.07%	22.26%	19.67%	2,645	N/A
Satisfied -dissatisfied	2010	65	*How satisfied are you with the recognition you receive for doing a good job?	58.08%	20.28%	21.64%	2,646	N/A

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied -dissatisfied	2010	66	How satisfied are you with the policies and practices of your senior leaders?	51.75%	28.28%	19.97%	2,639	N/A
Satisfied -dissatisfied	2010	67	How satisfied are you with your opportunity to get a better job in your organization?	47.06%	25.11%	27.82%	2,640	N/A
Satisfied -dissatisfied	2010	68	How satisfied are you with the training you receive for your present job?	63.17%	21.32%	15.51%	2,639	N/A
Satisfied -dissatisfied	2010	69	*Considering everything, how satisfied are you with your job?	72.21%	15.27%	12.53%	2,639	N/A
Satisfied -dissatisfied	2010	70	Considering everything, how satisfied are you with your pay?	77.53%	11.73%	10.74%	2,645	N/A
Satisfied -dissatisfied	2010	71	*Considering everything, how satisfied are you with your organization?	69.64%	17.09%	13.28%	2,641	N/A
Satisfied -dissatisfied	2010	79	How satisfied are you with the following Work/Life programs in your agency? Telework	--	--	--	0	0
Satisfied -dissatisfied	2010	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	--	--	--	0	0
Satisfied -dissatisfied	2010	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	--	--	--	0	0
Satisfied -dissatisfied	2010	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	--	--	--	0	0
Satisfied -dissatisfied	2010	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	--	--	--	0	0
Satisfied -dissatisfied	2010	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	--	--	--	0	0

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
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** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 10 completed surveys.

72. Have you been notified whether or not you are eligible to telework?	2017	2016	2015	2014	2013	2012	2011
Number of respondents	7,305	6,842	7,620	8,267	--	--	--
Yes, I was notified that I was eligible to telework.	94.62%	94.69%	94.40%	93.27%	--	--	--
Yes, I was notified that I was not eligible to telework.	3.42%	3.50%	3.68%	4.02%	--	--	--
No, I was not notified of my telework eligibility.	1.03%	0.95%	1.10%	1.42%	--	--	--
Not sure if I was notified of my telework eligibility.	0.93%	0.86%	0.82%	1.29%	--	--	--
Total	100.00%	100.00%	100.00%	100.00%	--	--	--

[illegible]

74. Do you participate in the following Work/Life programs?

[illegible]

75. Do you participate in the following Work/Life programs?

[illegible]

76. Do you participate in the following Work/Life programs?

[illegible]

77. Do you participate in the following Work/Life programs?

[illegible]

78. Do you participate in the following Work/Life programs?

[illegible]

Percentages are weighted to represent the Agency's population.
The rows above do not include results for any item or year when there were fewer than 10 completed surveys.